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Rutgers University and Rutgers Council of the American Association of University Professors Chapters (1980)

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Rutgers University and Rutgers Council of the American Association of University Professors Chapters (1980)

Keywords

collective labor agreements, collective bargaining agreements, labor contracts, labor unions, United States Department of Labor, Bureau of Labor Statistics

Comments

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DIVISION OF PERSONNEL

OFFICE OF UNIVERSITY PERSONNEL • NEW BRUNSWICK • NEW JERSEY 08903

June 25, 1980

Memorandum to Vice Presidents, Provosts, Deans, Directors and Department Heads
From John R. Martin, Vice President for University Personnel
Implementation of Academic Salary Schedules and Guidelines for 1980-81

A. Salary provisions for all faculty members except those covered by Sections B and C below:

1. Effective July 1, 1980 an amount equal to 7% shall be added to each range and step of the 1979-80 salary schedule.
2. Faculty members will be placed on the resulting salary schedule at the same range and step they occupied on the 1979-80 schedule.

NOTE. THE DOLLAR AMOUNTS IN THE SALARY RANGES FOR VARIOUS TITLES IN EACH RANK AND/OR WORK YEAR DIFFER, THEREFORE SALARY FIGURES SELECTED FOR THE RANGE MUST BE APPROPRIATE TO THE TITLE BEING USED ON NEW APPOINTMENTS AND PROMOTIONS.

B. Salary provisions for all faculty members whose 1979-80 salary is beyond the maximum for their range will be "equalized" by moving to the step in their range on the 1979-80 schedule as the range may be hypothetically extended, to the dollar amount that is next higher above their 1979-80 salary.

C. Faculty members for whom the application of (A) above will result in a salary greater than \$48,500, will be paid at the statutory maximum of \$48,500.

D. Salary adjustments for Teaching Assistants and Graduate Assistants.

1. Effective July 1, 1980, each step of the Teaching Assistant/Graduate Assistant salary schedule will be increased by 7%.
2. There will be no increment in range. Teaching Assistants and Graduate Assistants will remain at the same step and title they occupied on the 1979-80 salary schedule.

E. Faculty promotional adjustments will be determined by use of the Faculty Promotional Adjustment Chart (attached).

* * * * *

For faculty returning from leave July 1, please submit the PDR's as quickly as possible with the PDR's reflecting the 1980-81 salary table.

* * * * *

Should additional information or assistance in processing PDR's be required, please call Wage and Salary, extension 3034 or the Office of Employee Relations, extension 7162.

Distribution - A1, A2, F1

APPENDIX

RUTGERS THE STATE UNIVERSITY OFFICE OF UNIVERSITY PERSONNEL

Academic Salary Schedule Effective July 1, 1980

<u>Title</u>	<u>Range</u>	<u>Min. Start</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>7th</u>	<u>8th</u>	<u>9th</u>
Assistant Instructor (AY) (84000)	14	11523	12047	12573	13097	13622	14148	14672	15197	
	15	12047	12598	13149	13700	14250	14802	15352	15903	
	16	12598	13178	13756	14336	14916	15495	16075	16652	
Assistant Instructor (CY) (84010)	17	13232	13840	14448	15057	15666	16275	16884	17491	
	18	13840	14478	15117	15755	16392	17031	17669	18308	
	19	14478	15148	15819	16489	17157	17828	18498	19169	
Instructor (AY) (85000)	17	13392	14001	14609	15218	15826	16435	17044	17652	
	18	14001	14639	15277	15915	16553	17192	17829	18468	
	19	14639	15308	15979	16649	17318	17989	18659	19330	
	20	15308	16013	16718	17422	18126	18830	19534	20238	
	21	16013	16752	17492	18232	18971	19712	20451	21190	
	22	16752	17529	18304	19081	19857	20634	21411	22186	
Instructor (CY) (85010)	20	15415	16120	16825	17529	18233	18937	19641	20345	
	21	16120	16859	17599	18339	19078	19819	20558	21297	
	22	16859	17636	18411	19188	19964	20741	21518	22293	
	23	17636	18451	19265	20082	20896	21711	22527	23342	
	24	18451	19306	20161	21017	21872	22727	23582	24439	
	25	19306	20025	20744	21643	22542	23440	24339	25238	25559
Assistant Professor (AY) (86000)	21	16280	17019	17760	18499	19239	19979	20718	21458	
	22	17019	17796	18572	19349	20125	20901	21678	22454	
	23	17796	18612	19426	20242	21057	21872	22687	23503	
	24	18612	19467	20321	21177	22032	22887	23742	24599	
	25	19467	20186	20905	21803	22702	23601	24500	25399	25759
	26	20365	21120	21875	22819	23763	24706	25650	26594	26971
Assistant Professor (CY) (86010)	24	18826	19681	20535	21391	22246	23101	23956	24813	
	25	19681	20400	21119	22017	22916	23815	24714	25613	25973
	26	20579	21334	22089	23033	23977	24920	25864	26808	27185
	27	21523	22316	23108	24099	25089	26080	27071	28062	28460
	28	22514	23346	24179	25219	26260	27300	28340	29380	29797
	29	23555	24428	25302	26395	27486	28580	29671	30764	31201

Note: (AY) = Academic Year
(CY) = Calendar Year

<u>Title</u>	<u>Range</u>	<u>Min. Start</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>7th</u>	<u>8th</u>	<u>9th</u>
Associate Professor (AY) (87000)	25	19788	20507	21226	22124	23023	23922	24821	25720	26080
	26	20686	21441	22196	23140	24084	25027	25971	26915	27292
	27	21630	22423	23215	24206	25196	26187	27178	28169	28567
	28	22621	23453	24286	25326	26367	27407	28447	29487	29904
	29	23662	24535	25409	26502	27593	28687	29778	30871	31308
	30	24754	25673	26588	27735	28881	30028	31174	32323	32781
Associate Professor (CY) (87010)	28	22888	23721	24553	25593	26634	27674	28715	29755	30172
	29	23929	24803	25677	26769	27861	28954	30046	31138	31576
	30	25022	25940	26856	28003	29149	30296	31442	32590	33048
	31	26168	27131	28094	29300	30505	31708	32913	34117	34598
	32	27373	28384	29395	30660	31926	33189	34454	35718	36225
	33	28637	29700	30761	32088	33416	34743	36070	37397	37928
Professor I (AY) (88000)	30	25236	26154	27070	28217	29363	30510	31656	32804	33262
	31	26382	27345	28308	29514	30719	31922	33127	34331	34812
	32	27587	28598	29609	30874	32140	33403	34668	35932	36439
	33	28851	29914	30975	32302	33630	34957	36284	37611	38142
	34	30178	31293	32409	33803	35198	36592	37986	39380	39940
Professor I (CY) (88010)	33	29119	30181	31243	32570	33898	35224	36551	37878	38410
	34	30446	31561	32677	34071	35465	36859	38254	39648	40207
	35	31840	33011	34182	35645	37108	38570	40033	41496	42080
	36	33303	34532	35762	37297	38835	40370	41905	43442	44055
	37	34839	36130	37420	39035	40648	42262	43876	45490	46135
Professor II (AY) (89000)	37	35267	36558	37848	39463	41076	42690	44304	45918	46563
	38	36881	38236	39592	41286	42980	44674	46367	48061	48500
	39	38575	39998	41421	43200	44980	46758	48500		
Professor II (CY) (89010)	40	40461	41956	43449	45317	47184				
	41	42328	43897	45466	47429	48500				
	42	44289	45937	47584	48500					

RUTGERS THE STATE UNIVERSITY OFFICE OF UNIVERSITY PERSONNEL

Academic Salary Schedule Effective July 1, 1980

Law School

<u>Title</u>	<u>Range</u>	<u>Min. Start</u>	<u>2nd</u>	<u>3rd</u>	<u>4th</u>	<u>5th</u>	<u>6th</u>	<u>7th</u>	<u>8th</u>	<u>9th</u>
Assistant Professor - Law (96140, 96150)	28	22728	23560	24393	25433	26474	27514	28554	29594	30011
	29	23769	24642	25516	26609	27700	28794	29885	30978	31415
	30	24861	25780	26695	27842	28988	30135	31281	32430	32888
Associate Professor - Law (97140, 97150)	31	26275	27238	28201	29407	30612	31815	33020	34224	34705
	32	27480	28491	29502	30767	32033	33296	34561	35825	36332
	33	28744	29807	30868	32195	33523	34850	36177	37504	38035
Professor I - Law (98160, 98170)	34	30553	31668	32784	34178	35572	36966	38361	39755	40314
	35	31947	33118	34289	35752	37215	38677	40140	41603	42187
	36	33410	34639	35869	37404	38942	40477	42012	43549	44162
Professor II - Law (99040, 99050)	38	36988	38343	39699	41393	43087	44781	46474	48168	48500
	39	38682	40105	41528	43307	45087	46865	48500		
	40	40461	41956	43449	45317	47184	48500			
	41	42328	43897	45466	47429	48500				
	42	44289	45937	47584	48500					

RUTGERS THE STATE UNIVERSITY OFFICE OF UNIVERSITY PERSONNEL

Salary Schedule for the Compensation of Teaching Assistants and Graduate Assistants

1980-81

<u>TITLE</u>	<u>JOB CODE</u>	<u>SALARY</u>
<u>Academic Year</u>		
Teaching Assistant I	99710	\$5,012
Graduate Assistant I	99730	\$5,012
Teaching Assistant II	99711	\$5,261
Graduate Assistant II	99731	\$5,261
Teaching Assistant III	99714	\$5,512
Graduate Assistant III	99734	\$5,512
<u>Calendar Year</u>		
Teaching Assistant I	99712	\$5,764
Graduate Assistant I	99732	\$5,764
Teaching Assistant II	99713	\$6,050
Graduate Assistant II	99733	\$6,050
Teaching Assistant III	99715	\$6,338
Graduate Assistant III	99735	\$6,338

PROMOTIONAL ADJUSTMENT TABLES

1979-80 and 1980-81

Find the present range and step in the former rank in the upper half of the box: the figure in the lower half of the same box is the range and step in the new rank.

PROMOTION FROM ASSISTANT INSTRUCTOR (AY) TO INSTRUCTOR (AY)

Range

14	14-1	14-2	14-3	14-4	14-5	14-6	14-7	14-8
	17-1	17-1	17-1	17-2	17-3	17-4	18-4	19-3
15	15-1	15-2	15-3	15-4	15-5	15-6	15-7	15-8
	17-1	17-1	17-2	17-3	17-4	18-4	19-4	20-3
16	16-1	16-2	16-3	16-4	16-5	16-6	16-7	16-8
	17-1	17-2	17-3	17-4	18-4	19-4	20-4	21-3

PROMOTION FROM ASSISTANT INSTRUCTOR (CY) TO INSTRUCTOR (CY)

Range

17	17-1	17-2	17-3	17-4	17-5	17-6	17-7	17-8
	20-1	20-1	20-1	20-2	20-3	20-4	21-4	22-3
18	18-1	18-2	18-3	18-4	18-5	18-6	18-7	18-8
	20-1	20-1	20-2	20-3	20-4	21-4	22-4	23-3
19	19-1	19-2	19-3	19-4	19-5	19-6	19-7	19-8
	20-1	20-2	20-3	20-4	21-4	22-4	23-4	24-3

PROMOTIONAL ADJUSTMENT TABLES

1979-80 and 1980-81

Find the present range and step in the former rank in the upper half of the box: the figure in the lower half of the same box is the range and step in the new rank.

PROMOTION FROM INSTRUCTOR (AY) TO ASSISTANT PROFESSOR (AY)

Range

17	17-1 21-1	17-2 21-1	17-3 21-1	17-4 21-1	17-5 21-2	17-6 21-3	17-7 21-4	17-8 22-3
18	18-1 21-1	18-2 21-1	18-3 21-1	18-4 21-2	18-5 21-3	18-6 21-4	18-7 22-4	18-8 23-3
19	19-1 21-1	19-2 21-1	19-3 21-2	19-4 21-3	19-5 21-4	19-6 22-4	19-7 23-4	19-8 24-3
20	20-1 21-1	20-2 21-2	20-3 21-3	20-4 21-4	20-5 22-4	20-6 23-4	20-7 24-4	20-8 25-4
21	21-1 21-2	21-2 21-3	21-3 21-4	21-4 22-4	21-5 23-4	21-6 24-4	21-7 25-4	21-8 26-4
22	22-1 21-4	22-2 22-3	22-3 22-4	22-4 23-4	22-5 24-4	22-6 25-4	22-7 26-4	22-8 26-5

PROMOTIONAL ADJUSTMENT TABLES

1979-80 and 1980-81

Find the present range and step in the former rank in the upper half of the box: the figure in the lower half of the same box is the range and step in the new rank.

PROMOTION FROM INSTRUCTOR (CY) TO ASSISTANT PROFESSOR (CY)

Range

20	20-1 24-1	20-2 24-1	20-3 24-1	20-4 24-1	20-5 24-2	20-6 24-3	20-7 24-4	20-8 25-4	
21	21-1 24-1	21-2 24-1	21-3 24-1	21-4 24-2	21-5 24-3	21-6 24-4	21-7 25-4	21-8 26-4	
22	22-1 24-1	22-2 24-1	22-3 24-2	22-4 24-3	22-5 24-4	22-6 25-4	22-7 26-4	22-8 27-4	
23	23-1 24-1	23-2 24-2	23-3 24-3	23-4 24-4	23-5 26-3	23-6 26-4	23-7 27-4	23-8 28-4	
24	24-1 24-2	24-2 24-3	24-3 24-4	24-4 26-4	24-5 27-3	24-6 27-4	24-7 28-4	24-8 29-4	
25	25-1 24-3	25-2 24-4	25-3 25-4	25-4 26-4	25-5 27-4	25-6 28-4	25-7 29-4	25-8 29-5	25-9 29-5

PROMOTIONAL ADJUSTMENT TABLES

1979-80 and 1980-81

Find the present range and step in the former rank in the upper half of the box: the figure in the lower half of the same box is the range and step in the new rank.

PROMOTION FROM ASSISTANT PROFESSOR (AY) TO ASSOCIATE PROFESSOR (AY)

Range

21	21-1 25-1	21-2 25-1	21-3 25-1	21-4 25-2	21-5 25-3	21-6 25-4	21-7 26-4	21-8 27-4	
22	22-1 25-1	22-2 25-1	22-3 25-2	22-4 25-3	22-5 25-4	22-6 26-4	22-7 27-4	22-8 28-4	
23	23-1 25-1	23-2 26-1	23-3 26-2	23-4 26-3	23-5 26-4	23-6 27-4	23-7 28-4	23-8 29-4	
24	24-1 26-1	24-2 27-1	24-3 27-2	24-4 27-3	24-5 27-4	24-6 28-4	24-7 29-4	24-8 30-4	
25	25-1 27-1	25-2 28-1	25-3 28-2	25-4 28-3	25-5 28-4	25-6 29-4	25-7 30-4	25-8 30-4	25-9 30-
26	26-1 28-1	26-2 29-1	26-3 29-2	26-4 29-3	26-5 29-4	26-6 30-4	26-7 30-5	26-8 30-5	26-9 30-

PROMOTIONAL ADJUSTMENT TABLES

1979-80 and 1980-81

Find the present range and step in the former rank in the upper half of the box: the figure in the lower half of the same box is the range and step in the new rank.

PROMOTION FROM ASSISTANT PROFESSOR (CY) TO ASSOCIATE PROFESSOR (CY)

Age

24	24-1 28-1	24-2 28-1	24-3 28-1	24-4 28-2	24-5 28-3	24-6 28-4	24-7 29-4	24-8 30-4	
25	25-1 28-1	25-2 28-1	25-3 28-2	25-4 28-3	25-5 28-4	25-6 29-4	25-7 30-4	25-8 30-4	25-9 31-4
26	26-1 28-1	26-2 29-1	26-3 29-2	26-4 29-3	26-5 29-4	26-6 30-4	26-7 31-4	26-8 31-4	26-9 32-4
27	27-1 29-1	27-2 30-1	27-3 30-2	27-4 30-3	27-5 30-4	27-6 31-4	27-7 32-4	27-8 32-4	27-9 33-4
28	28-1 30-1	28-2 31-1	28-3 31-2	28-4 31-3	28-5 31-4	28-6 32-4	28-7 33-4	28-8 33-4	28-9 33-5
29	29-1 31-1	29-2 32-1	29-3 32-2	29-4 32-3	29-5 32-4	29-6 33-4	29-7 33-5	29-8 33-5	29-9 33-6

PROMOTIONAL ADJUSTMENT TABLES

1979-80 and 1980-81

Find the present range and step in the former rank in the upper half of the box: the figure in the lower half of the same box is the range and step in the new rank.

PROMOTION FROM ASSOCIATE PROFESSOR (AY) TO PROFESSOR I (AY)

Range

25	25-1 30-1	25-2 30-1	25-3 30-1	25-4 30-1	25-5 30-2	25-6 30-3	25-7 30-4	25-8 30-4	25-9 31
26	26-1 30-1	26-2 30-1	26-3 30-1	26-4 30-2	26-5 30-3	26-6 30-4	26-7 31-4	26-8 31-4	26-9 32
	27-1 30-1	27-2 30-1	27-3 30-2	27-4 30-3	27-5 31-3	27-6 31-4	27-7 32-4	27-8 32-4	27-9 33
28	28-1 30-1	28-2 31-1	28-3 31-2	28-4 31-3	28-5 32-3	28-6 32-4	28-7 33-4	28-8 33-4	28-9 34
29	29-1 31-1	29-2 32-1	29-3 32-2	29-4 32-3	29-5 33-3	29-6 33-4	29-7 34-4	29-8 34-4	29-9 34
30	30-1 32-1	30-2 33-1	30-3 33-2	30-4 33-3	30-5 34-3	30-6 34-4	30-7 34-5	30-8 34-5	30-9 34

PROMOTIONAL ADJUSTMENT TABLES

1979-80 and 1980-81

Find the present range and step in the former rank in the upper half of the box: the figure in the lower half of the same box is the range and step in the new rank.

PROMOTION FROM ASSOCIATE PROFESSOR (CY) TO PROFESSOR I (CY)

ange

28	28-1 33-1	28-2 33-1	28-3 33-1	28-4 33-1	28-5 33-2	28-6 33-3	28-7 33-4	28-8 33-4	28-9 34-4
29	29-1 33-1	29-2 33-1	29-3 33-1	29-4 33-2	29-5 33-3	29-6 33-4	29-7 34-4	29-8 34-4	29-9 35-4
30	30-1 33-1	30-2 33-1	30-3 33-2	30-4 33-3	30-5 34-3	30-6 34-4	30-7 35-4	30-8 35-4	30-9 36-4
31	31-1 33-1	31-2 34-1	31-3 34-2	31-4 34-3	31-5 35-3	31-6 35-4	31-7 36-4	31-8 36-4	31-9 37-4
32	32-1 34-1	32-2 35-1	32-3 35-2	32-4 35-3	32-5 36-3	32-6 36-4	32-7 37-4	32-8 37-4	32-9 37-5
33	33-1 35-1	33-2 36-1	33-3 36-2	33-4 36-3	33-5 37-3	33-6 37-4	33-7 37-5	33-8 37-5	33-9 37-6

PROMOTIONAL ADJUSTMENT TABLES

1979-80 and 1980-81

Find the present range and step in the former rank in the upper half of the box: the figure in the lower half of the same box is the range and step in the new rank.

PROMOTION FROM PROFESSOR I (AY) TO PROFESSOR II (AY)

Range									
30	30-1	30-2	30-3	30-4	30-5	30-6	30-7	30-8	30-9
	37-1	37-1	37-1	37-1	37-1	37-1	37-1	37-1	37-1
31	31-1	31-2	31-3	31-4	31-5	31-6	31-7	31-8	31-9
	37-1	37-1	37-1	37-1	37-1	37-1	37-1	37-1	37-1
32	32-1	32-2	32-3	32-4	32-5	32-6	32-7	32-8	32-9
	37-1	37-1	37-1	37-1	37-1	37-1	37-2	37-3	37-3
33	33-1	33-2	33-3	33-4	33-5	33-6	33-7	33-8	33-9
	37-1	37-1	37-1	37-1	37-1	37-2	37-3	37-4	37-4
34	34-1	34-2	34-3	34-4	34-5	34-6	34-7	34-8	34-9
	37-1	37-1	37-1	37-1	37-2	37-3	37-4	38-4	38-4

PROMOTION FROM PROFESSOR I (CY) TO PROFESSOR II (CY)

Range									
33	33-1	33-2	33-3	33-4	33-5	33-6	33-7	33-8	33-9
	40-1	40-1	40-1	40-1	40-1	40-1	40-1	40-1	40-1
34	34-1	34-2	34-3	34-4	34-5	34-6	34-7	34-8	34-9
	40-1	40-1	40-1	40-1	40-1	40-1	40-1	40-1	40-1
35	35-1	35-2	35-3	35-4	35-5	35-6	35-7	35-8	35-9
	40-1	40-1	40-1	40-1	40-1	40-1	40-2	40-3	40-3
36	36-1	36-2	36-3	36-4	36-5	36-6	36-7	36-8	36-9
	40-1	40-1	40-1	40-1	40-1	40-2	40-3	40-4	40-4
37	37-1	37-2	37-3	37-4	37-5	37-6	37-7	37-8	37-9
	40-1	40-1	40-1	40-1	40-2	40-3	40-4	41-4	41-4

PROMOTIONAL ADJUSTMENT TABLES

1979-80 and 1980-81

Find the present range and step in the former rank in the upper half of the box: the figure in the lower half of the same box is the range and step in the new rank.

PROMOTION FROM LAW SCHOOL ASSISTANT PROFESSOR TO ASSOCIATE PROFESSOR

28	28-1 31-1	28-2 31-1	28-3 31-2	28-4 31-3	28-5 31-4	28-6 32-4	28-7 33-4	28-8 33-4	28-9 33-5
29	29-1 31-1	29-2 32-1	29-3 32-2	29-4 32-3	29-5 32-4	29-6 33-4	29-7 33-5	29-8 33-5	29-9 33-6
30	30-1 32-1	30-2 33-1	30-3 33-2	30-4 33-3	30-5 33-4	30-6 33-5	30-7 33-6	30-8 33-7	30-9 33-7

LAW SCHOOL ASSOCIATE PROFESSOR TO PROFESSOR I

31	31-1 34-1	31-2 34-1	31-3 34-2	31-4 34-3	31-5 35-3	31-6 35-4	31-7 36-4	31-8 36-4	31-9 36-5
32	32-1 34-1	32-2 35-1	32-3 35-2	32-4 35-3	32-5 36-3	32-6 36-4	32-7 36-5	32-8 36-5	32-9 36-6
33	33-1 35-1	33-2 36-1	33-3 36-2	33-4 36-3	33-5 36-4	33-6 36-5	33-7 36-6	33-8 36-7	33-9 36-7

LAW SCHOOL PROFESSOR I TO PROFESSOR II

34	34-1 38-1	34-2 38-1	34-3 38-1	34-4 38-1	34-5 38-1	34-6 38-1	34-7 38-3	34-8 38-4	34-9 38-4
35	35-1 38-1	35-2 38-1	35-3 38-1	35-4 38-1	35-5 38-2	35-6 38-3	35-7 38-4	35-8 39-4	35-9 39-4
36	36-1 38-1	36-2 38-1	36-3 38-1	36-4 38-2	36-5 38-3	36-6 38-4	36-7 39-4	36-8 40-4	36-9 40-4